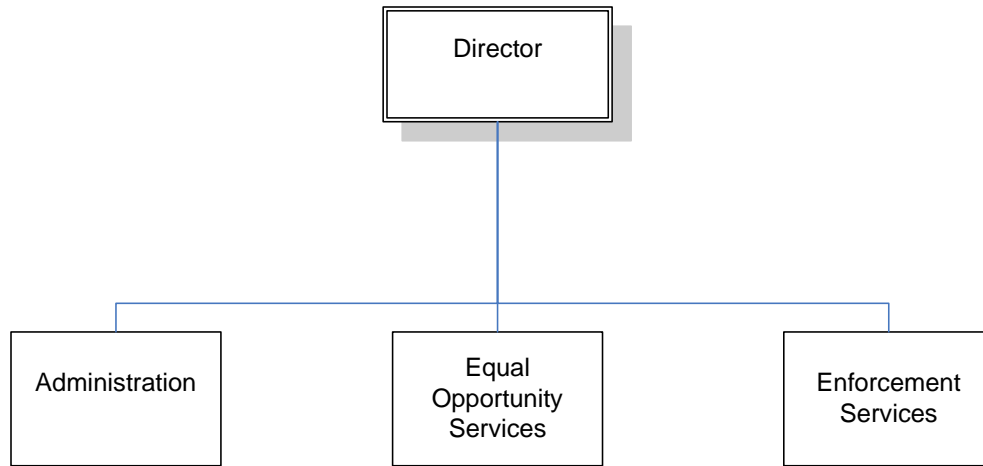




Human Relations Commission



HUMAN RELATIONS COMMISSION

Department Mission

The Mission of the Louisville and Jefferson County Metro Human Relations Commission is to promote unity, understanding and equal opportunity among all people of Metro Louisville and to eliminate all forms of bigotry, bias and hatred from the community. To promote interracial and inter-group harmony by acting together to conciliate difference and promote mutual understanding by enlisting the aid of other like-minded groups in the elimination of discriminatory practices.

Programs and Services

Enforcement Services

To achieve a bias-free living and working environment in the Louisville Metro geographical jurisdiction by monitoring equal access programs, enforcing equal access laws, and educating the public.

Equal Opportunity Services

To eliminate discrimination in the Louisville Metro's geographical jurisdiction by investigating complaints of discrimination based on race, sex, religion, disability, age, color, sexual orientation, gender identity and national origin through enforcement of employment, public accommodation, housing and hate crime laws, ordinances and policies.

Goals & Indicators

Enforcement Services

- To increase the number of certified businesses.
- To increase efforts to contract and purchase with certified businesses.
- To improve efficiency and monitoring of projects, vendors and contractors in the pre-qualification and good faith effort (affirmative action) process.
- To increase education and outreach efforts on the pre-qualification, certification and affirmative action goals within the community.

Equal Opportunity Services

- To improve complaint processing time at all phases in the process, including in-take, investigation, and hearings.
- To increase the number of closed complaints.
- Increase education and outreach by partnering with other Metro Government agencies and other agencies within the community.
- To increase education and outreach for police complaint process. To increase communication with citizens who have filed complaints. To provide reports that track the citizen police complaints with more detail.

Human Relations**Budget Summary**

	Prior Year Actual 2003-2004	Original Budget 2004-2005	Revised Budget 2004-2005	Mayor's Recommended 2005-2006	Council Approved 2005-2006
General Fund Appropriation	904,400	1,028,100	1,028,100	1,006,500	1,006,500
Agency Receipts	40,300	62,400	62,400	12,400	12,400
Federal Grants	92,700	35,000	42,200	35,000	35,000
Total Revenue:	1,037,400	1,125,500	1,132,700	1,053,900	1,053,900
Personal Services	798,100	877,100	864,000	811,700	811,700
Contractual Services	183,100	203,300	207,400	197,300	197,300
Supplies	13,200	21,600	19,800	19,800	19,800
Equipment/Capital Outlay	27,300	100	100	0	0
Interdepartment Charges	16,000	23,400	23,400	25,100	25,100
Restricted and Other Project Expenditure	0	0	18,000	0	0
Total Expenditure:	1,037,700	1,125,500	1,132,700	1,053,900	1,053,900
Expenditures By Activity					
Director's Office	0	393,400	393,400	368,000	368,000
Enforcement Services Program	1,037,700	219,900	227,100	166,600	166,600
Equal Opportunity Services Program	0	512,200	512,200	519,300	519,300
Total Expenditure:	1,037,700	1,125,500	1,132,700	1,053,900	1,053,900

		Position Detail	
Human Relations Commission			
		Mayor's Recommended FY2005-2006	Council Approved FY2005-2006
Position Allocation (in Full-Time Equivalents)			
Full-Time		15	15
Permanent Part-Time		0	0
Seasonal/Other		6	6
Total Positions		21	21
PROGRAMS			
<i>Director's Office</i>			
Full-Time		4	4
Permanent Part-Time		0	0
Seasonal/Other		0	0
Total Positions		4	4
Title			
Administrative Specialist		1	1
Assistant Director		1	1
Director		1	1
Receptionist		1	1
<i>Enforcement Services</i>			
Full-Time		2	2
Permanent Part-Time		0	0
Seasonal/Other		6	6
Total Positions		8	8
Title			
Compliance Analyst		2	2
Staff Helper/External		6	6
<i>Equal Opportunity Services</i>			
Full-Time		9	9
Permanent Part-Time		0	0
Seasonal/Other		0	0
Total Positions		9	9
Title			
Community Outreach Coord		1	1
Compliance Officer		6	6
Secretary		2	2